ELY DISTRICT SCOUTS

District Development plan
October 2016

Enjoyment.Adventure.Excitement

The Scout Association 2018 Vision:-

Scouting in 2018 will:-

- Make a positive impact in our communities; Prepare young people to be active citizens; Embrace and contribute to social change

Scouting in 2018 will be:

- Shaped by young people in partnership with adults; Enjoyed by more young people and more adult volunteers; As diverse as the communities in which we live

Members of Scouting in 2018 will feel:

- Empowered; Valued; Proud

Ely District Scouts' Vision

Ely District Scouts exists to actively engage and support our Young People in their personal development, empowering them to make a positive contribution to society through our core values of Integrity, respect, care, belief and cooperation and for our Adults to develop their skills, make an impact and change lives.

Ely District Scouts' Motto

Enjoyment.Adventure.Excitement

This development plan has been written based on the 2018 Vision and as such has a 3 year working life. Many of the target dates are set for 2016, some of these will be on-going into the following years and some things will not. The development plan will be reviewed every 6 months and amended as required.

Strategy

Having reviewed the past development plans and taken the national and county visions into consideration, The district is committed to:

- Increase membership across the district by 5% by 2018
- Be fully inclusive of every person wishing to join Scouting
- Be seen by the community to be doing Scout events and helping the local population
- Give young people the chance to be heard and make key decisions across a variety of areas.
- Provide and support a programme that is true to our district motto. Enjoyment.Adventure.Excitement

It is generally accepted that for youth membership to grow, adult support must be there. By providing flexibility, quality training and chances for Adults to benefit, adult membership will increase and membership should naturally grow.

Growth and Retention

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
To meet the needs of Scout Groups, Explorers and Network	Consult with all sections through relevant managers	Hold meetings twice a year. Encourage all to provide feedback through GSL and ADCs	Medium/High	DC DDC ADC's DESC EYLL	From Dec 2015	Possible one all leaders meeting interspersed with individual sectional meetings and 1 to 1s when required. Ensure that ideas are actioned.
Ensure district funds are managed for continuation and growth of scouting within Ely.	Develop a strategy to support growth both short term and long term	Make sure district fees are set at correct amount. Put money aside to help with start up of new sections. ~~Create budgets for various needs to ensure money is available and spending monitored~~	Medium/High	DC Exec	On-going	Budgets were set in early 2015 and have been stuck to throughout the year. Budget review for 2017 will be carried out at the end of 2016. Budget for hardship fund has been put in place. No value set on this yet.
	Ensure suitable measures are made to assist all Explorer and Network Sections.	Exec to help with fundraising. Investigate grant applications Investigate sponsorship.	Medium	DC Exec DESC Network	Dec 2016	Explorer funds are positive however not exuberant. Grants for what? Network have a healthy balance as of Oct 2016
	Ensure suitable equipment storage and provision for replacement.	~~Create inventory~~ Factor replacement value into district budget ~~Find long term storage solution~~	Medium	DC DESC Exec	Complete.	Inventory compiled, kit is always increasing as the demand is met. Current storage is semi-permanent and no new location is needed at the moment.
Ensure effective communication throughout the District.	Consult District on preferred method of communication	Develop delivery methods, Email, Website, Forums…	Medium/High	DC District	On-going/Complete	Monthly updates go out via DC and everyone can contribute. Additional updates go out when required as well as facebook and twitter feeds. Website is updated when required and calendar is kept up to date.
	Website management	provide training to selected people.	Medium	DC Wayne	Ongoing	Training in more depth required

	Provide compass training for those who need/want it	Provide training Ask if people want training	Medium	DC DDC GSL's ADC's SL	Dec 2016	Drop in sessions? Utilise those leaders who have been using compass over the last months. Possible half day workshop to cover the basics?
To promote Scouting in the local area	Publicise Scouting events and their achievements	Provide at least 2 "big" events per year with a large Scouting presence. Ensure what the focus of each event is for (Adult/Youth)	Low/Medium	District Team	On-going	Aquafest is one big event, perhaps another. Young leader team to take on small media role. Internet/Newspaper/District Website (YL section)
	Utilise promotional material	~~Purchase new promotional material~~ and keep it updated. Offer it out to groups when required. Must ensure the material is correct for the relevant market.	High	DC Exec	On-going	Advertise in local schools – rolling programme. Placing copies of Scouting magazine in local focus points (library, dentist). Use community notice boards to display info (explorers) Grandparents? Have more time than some parents. Chairman to create flyers for businesses.
	Preserve local Scouting history	Use sections of display boards to remember the past. But make sure not to dwell on the past.	Med	DC	On-going	Photo books and videos of events through out the year including internationals are great at drawing an interest. Also Explorers help preserve Stretham engine.
Continuing support for new and existing adults	Build up the adult support team to provide a positive training programme	Appoint more TA's specifically aimed at sections.	High	DC LTM TA's ADC's	Feb 2017	Try the approach of sectional specific TA's where possible. This is slowly working within the Scout and Explorer sections.
	New leaders to be given support and ideas	Make part of the training programme involve new leaders visiting other groups	Med	DC LTM	On-going	TA's Reviewing individuals after 3 or 4 months with guidance from ADCs. New leaders are now given the chance to do "OJT" with another group before being expected to run their own section. This has had positive results. This is still on-going and working well.

Adult membership will increase across the district	Ensure district display sells Scouting to Adults as well as young people	Re-design Board Create 2015 video for promoting leadership	Medium	DC ADC Development GSL DESC	On-going By ~~Jun 2016~~ Jan 2017	Board has been updated and is kept up to date throughout the year. A whole selection of promotional material has been purchased over 2015 and has provided positive results. Video still to do, need to compile footage. Possible winter job.
New Beaver sections required	To open new Colony in Ely	2nd Ely has been targeted as the Group with the need for a new Colony. Work is underway to open a new section in 2016	High	DC County Group	March 2016	New section was delyed in summer due to location. Section was opened in September 2016 and is currently in early stages. New colony has also been opened in Littleport – reviving the once closed Croft Beaver Colony.
New Cub Sections Required	The fall out from Beavers will require a new cub section within the next 12 months	Probably look at expanding 2nd Ely once again.	High	DC County Group	Summer 2017	To address when the certainty of the new Beaver colony is finalised.
Explorer Retention	Ensure current Explorer units are retaining members and offering an exciting programme		Medium	DESC	Summer 2017	Ensure numbers at Stirling grow, persuading those YP from Littleport and North Ely to join Stirling rather than overcrowd Matrix and Tigers.
Wilburton Village	Possibility of group in Wilburton or Stret-Bur-Ham super group	Investigate local needs	High	DC DDC Exec Groups	Dec 2016	Initial ground work and investigation to be carried out in winter 2016 to see if it would be viable.

Inclusivity

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
Membership will reflect local population	Make Scouting available to those with additional needs	Approach additional needs providers and work with them to provide Scouting opportunities. Give groups the confidence to work with YP with additional needs	Medium	DC ADC Development DDC	~~July 2016~~ On-going	~~Working with Highfields school in Ely and the County Development team~~ The link with Highfields to provide a section within the School was unsuccessful down to increased strain on the teaching staff. Other avenues are being looked into.
	Girls will be able to join any section	Educate those leaders currently not allowing girls	High	DC DDC	Complete	All Groups and Sections have male and Females.

Youth Involvement

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
Youth members will take part in setting aims for the District	Set up and support "forums" with Youth sections	Scouts PL forums and Explorer forums set up Cub and Beavers need a way to report their ideas back	Medium	ADC's	On-going	Scout PL forums underway, Ideas fed back through ADCs. This has been working well providing a good yearly programme. Still require something with Cubs and Beavers?
	Explorers should have input onto the district exec	Get 2/3 Explorers to regularly attend exec meetings	High	DC DESC	~~Apr 2016~~ Dec 2016/Jan 2017	Still working on this as it's not always easy to have Explorers present when discussing members of their peer group.
	Young people should have input into large district events	District camps should have direct input from a couple of Explorers/YL and/or Scouts and opinions of Beavers and Cubs	High	DC ADC's DESC	Complete/ On-going	Already happening, Explorers on international team. Scouts helped plan 2015 St Georges day. Huge Success.
Young Leader programme will be supported by district	Designated YL unit to be re-introduced led by YLL	All YL's can belong to an Explorer unit with additional YL unit to meet less regularly	Medium	DC DESC YLL	May 2016	~~Due to a third Explorer unit opening in Jan 2015 this got put back but will be a focal point in 2016.~~ Still working towards this, more support needed from district to YLL
	Adult leaders need training in Young Leaders, there needs and yours.	Ongoing learning for all leaders with YL's in sections with view of all leaders completing training	Medium	DC LTM DESC YLL	On-Going	Still to be carried out. Possible workshop at 2016 all leaders meeting? Training is going out with the introduction of new leaders, helping to re-educate others.
Ensure sufficient opportunities for Explorers turning 18	Instigate a procedure to come into force when Explorers are 17 ½ to lay out future opportunities.	Create a flyer/info/nearly birthday card with all available opportunities including university.	Low	DC DESC Network	Dec 2016	Low numbers of Explorers turning 18 in 2015, will be re-addressing this in 2016. Addressed in 2016, Card to be designed and printed.
	Provide more links with Network	When Network is re-launched work closely with older Explorers	Low	DC DESC DSNC	On-going	Network Commissioner Just stepped down, possible re-launch in planning stages with new DSNC

Community

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
Ensure Scouting has local impacts	Get out and about at all local events, showing what Scouting is all about	Make sure it's not just a display board but demonstrations and be interactive.	Medium	DC ADC Development	On-going	Aquafest proved good example, Narrow boat with logos going up and down the river and offering trips for Scouting families. St George's day was huge success in 2016as a public event with activities in the public eye.
	Try and work with local authorities to gain support for expansion and projects	Help out at council run events, invite local key decision makers to our events.	Medium	DC ADC Development	June 2017	Working well with council and Highfields with Maltings cottage project. Work also underway with WVC
	Provide more community project and provide a positive impact.	Push community week more but also persuade groups to continue with those links they make throughout the year	Medium	DC DDC GSL's	Sept 2016	Some groups have registered with Million Hands, others continue to do community week. Follow this up? Possibility of alternate years bag packing to help local charities.

Programme

Objective	Actions Required	Targets	Importance	Responsibility	Target Date	Notes/Progress
To deliver a continuously developing programme which provides Enjoyment, Adventure and Excitement for all.	Provide strong leadership support so that programmes remain relevant and up-to-date.	Ensure leaders are getting all programme updates and are being supported. Share programmes between groups	Medium/High	DC ADC DSL DESC	On-going	Good info from Scout HQ on programme. New badges launched in 2015 which gave a good shake up to programmes. All settling in well now.
	Provide a strong district programme to support sections.	Work with ADC's and Leaders to help with those awards that are harder to gain. Provide those district activities that Groups and sections are asking for.	High	DC ADC DESC DSL	On-going	Lots of District activities held in 2015, perhaps to many. Look into alternating between years? 2016 a quieter year but still lots happening.
	Promote and encourage Explorers to progress through bigger awards	Re-launch DofE, Chief Scout and Queens Scout Awards	Low/Medium	DC DESC County	Mar 2017	DofE assessor found, just need training for her. Work with Schools? No movement on this unfortunately. Hopefully DESC will move things forward.
	Extend provision for adventurous activities.	Source and appoint more permit holders for those activities young people want to do.	Low/Medium	DC ADC Activities County	On-going	People are coming forward asking for permits. The district have a budget for this. Main problem is with water activities and hiking as permits are so time consuming and expensive to get.
	Publicise main programme achievements in local news, online and on displays including individual achievements	Invite media along to large events. Make a big deal of young people receiving awards. Publish district programme termly in news?	Medium	DC Youth	On-going	Work along side Explorers